



School District of Indian River County
African American Achievement Plan 2021 -2022
Assurances of Implementation of Strategies/Action Steps



Quarter of the School Year: 3

District Office: Human Capital & Operations

In August 2021, the School District of Indian River County initiated the implementation of the 2021-2022 African American Achievement Plan. To review and ensure compliance with progress of action steps associated with the African American Achievement Plan, the District provides quarterly updates related to action steps accomplished and quarterly outcomes.

The attached documentation provides school level evidence of progress towards accomplishing action steps incorporated into the 2021-2022 African American Achievement Plan. Documentation requirements have been designed to honor the full intent of the developed African American Achievement Plan while optimizing the efficiency and effectiveness of outlined actionable steps.

To support ongoing accountability of action step implementation, documentation, and progress the following assurances have been verified by the principal of each school:

- Action steps included within the 2021-2022 African American Achievement Plan have been implemented with consistency and purpose to eliminate the achievement gap.
- Progress related to action steps has been monitored at designated intervals (e.g., monthly, quarterly) outlined in the African American Achievement Plan.
- Data reviews have been conducted to identify areas of strength and concern and disaggregated data will be provided upon request.
- Progress related to the elimination of the achievement gap has been monitored in an ongoing way and needed modifications have been made as identified.

These assurances have been reviewed and verified on: 3/28/2022 SB (initials)

Quarterly Reflection

(Please summarize any reflections based upon action step implementation for the quarter. What are areas of progress or opportunities for growth? What are next steps based upon work accomplished?)

Great steps have been taken this quarter to build relationships to attract a diverse workforce. The SDIRC Director of Recruitment has been appointed to the newly formed Diversity in Ed BOARD of ADVISORS. Also, a Spotlight Article on SDIRC was published in the Spring Diversity in Ed Magazine: <https://diversityined.uberflip.com/i/1460982-diversity-in-ed-spring-2022-issue/0?> See pages 6 and 40. Our SDIRC Virtual Career Fair attracted over 300 candidates -which doubles the participation from the 2020-2021 SDIRC Virtual Fair. SDIRC has also registered/participated in 37 live and/or virtual fairs. This is also almost double the number of fairs that SDIRC participated in during 2020-2021 school year. Attracting a diverse workforce includes monitoring interview committee makeup as well as candidates interviewed. The Director of Human Resources reviews all candidate information and committee member makeup.

The SDIRC Workforce Housing Committee has entered its second year of work around housing challenges. The committee is proud to partner with the Education Foundation of IRC and present the Keeping the Promise Program- a Relocation Assistance Program for the 2022-2023 school year.

SDIRC continues to offer transportation for CHOICE student enrollment. The Transportation Dept as well as the Enrollment and Attendance Office continues to offer the highest level of customer service by addressing each parent's questions and concerns about School Choice.



School District of Indian River County
African American Achievement Plan 2021 – 2022
Quarterly Summary of Implementation of Strategies/Action Steps

Quarter of the School Year: 3

Date of Summary: 3/28/2022

District Office: Human Capital & Operations

Strategies: 4.2, 4.3, 4.4, 5.1, 5.3

Strategy AAAP 4.2: Expand and enhance established relationships with career placement offices and officials at Historically Black Colleges and Universities (HBCUs) while also utilizing a broad arrange of platforms for publicizing instructional staff job vacancies.

Dates of Contact with Career Placement Offices and HBCUs	Type of Contact
FAMU, Georgia State University, Jackson State University	Emails and Career Fair participation
Diversity in Education	Spotlight article in Spring Magazine and newly appointed BOARD member

*Attach examples of contacts with career placement offices or HBCUs

Strategy AAAP 4.3: Maintain diverse interviewing committees, while using universal application and interview protocols for the selection of instructional vacancy candidates.

Dates of Monitoring for Diverse Interviewing Committees Districtwide	Interview committees are monitored by the Director of Human Resources. Each time a candidate is referred for hire, the interview committee members names are provided by the hiring administrator.
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Strategy AAAP 4.4: Facilitate a Workforce Housing Committee to identify affordable housing options for new educators in the local community.

Dates of Workforce Housing Committee Meetings	1/19/21, 4/21/21, 7/21/21, 10/20/21, 2/16/22
Summary of Planned Action Steps from Meeting	See attached

*Attach agendas of Workforce Housing Committee Meetings

Strategy AAAP 5.1: Enhance school choice and magnet school offerings, including transportation to access school choice, districtwide to maximize opportunities for African American students to enroll in schools that best align with their needs and interests.

Strategy AAAP 5.3: Implement a school transportation plan that includes the use of school transportation depot stops to ensure equitable access to school transportation.

Dates of Communication/Publicity Regarding School Transportation Depot Stops	Type of Communication/Publicity
October 9, 2021- School Choice & Community Extravaganza @IG Center	Flyer along with Transportation Professionals on-site to provide parents Depot Stop information for CHOICE options.
Throughout the 21-22 school year	Attendance Office/School Enrollment Personnel informs of school bus accessibility for CHOICE enrollment.

*Attach examples of communication/publicity



SDIRC CAREER FAIRS RECRUITING SCHEDULE 2021-2022



ATTENDED

UPCOMING FAIR

CAREER FAIR	DATE	TIME
1) PACE UNIVERSITY-Job Fair for Recent Graduates		11-2pm
2) Georgia State University Virtual Alumni Career Fair (PBI)	7/9/21	11-2pm
3) Cornell University Career Fair Days 2021	9/2/21	11-2pm
4) Wake Forest University Career Fair	9/15/21	12-4pm
5) NC A&T State University Fall Career Awareness Fair (HBCU)	9/15/21	12-4pm
6) FAU Diversity Recruiting Showcase (VIRTUAL)	9/21/21	4pm
7) Howard University Fall 2021 Virtual All Majors Job & Internship Fair	9/28/21	5:00pm
8) FAMU Fall 2021 All Majors Career & Internship Expo	9/29/21	4:00PM
9) Delaware State University Fall 2021 Career Fair	10/25/21	4:00pm
10) Bethune-Cookman University's Fall Virtual Graduate School & Career Fair	10/27/21	7:00pm
11) UCF Fall 2021 Virtual Career Expo	11/19	1-3pm
12) UNF Diversity, Equity, and Inclusion Career Summit	11/3	10-2pm
13) Alabama State University College of Education Virtual Career Fair	11/4	11-1pm
14) UCF Resume Building with an Employer (virtual)	1/14	1-3pm
15) Diversity in Education Career Fair (virtual)	12/8	12-4pm
16) West Chester University of Pennsylvania Virtual Town Hall	12/8	10-11:30am
17) Virtual Career and Internship Connection 2022	1/12	2-5pm
18) Recruit at U of SC: A Roadmap to Recruiting at the U of SC (webinar)	1/25	12noon
19) FAMU Spring 2022 All Majors Career & Internship Expo (in person)	1/26	10-4pm

SDIRC CAREER FAIRS RECRUITING SCHEDULE 2021-2022


20) Georgia State University College of Education Virtual Career Fair	1/28	10-1pm
21) UCF Spring 2022 In-person Career Expo	2/1	1-4pm
22) Michigan State University Diversity Career Fair 2022 (virtual)	2/2	3-6pm
23) USF Virtual Career Fair	2/4	12-4pm
24) Florida Polytechnical University Spring 2022 Career Fair (in person)	2/8	10-4pm
UNC Asheville Career Fair CANCELED	2/8	12-2pm
25) FIU Spring 2022 On-Campus Career Fair (All Majors)	2/9	11-3pm
26) University of Miami Job & Internship Expo Spring 2022	2/23	1-5pm
27) UNF Virtual Education Career Fair	2/23	5-6:30pm
28) U of SC Education Recruitment Day: Spring 2022 Virtual Career Fair	2/23	2-7pm
29) U of SC Education Recruitment Day: In-person Career Fair Spring 2022	2/24	2-7pm
30) Stanford Careers in Education Virtual Fair	2/24	5:30-7:30pm
31) FAMU Spring 2022 Virtual Education and Social Sciences, Arts & Humanities Career Fair	3/9	10-2pm
32) School District of Indian River County Virtual Career Fair	3/16	12-6pm
33) NSU Spring 2022 Recruit a Shark Career Expo: Education Fair	3/30	2:30-6pm
34) FAU Virtual Career Expo Spring 2022	3/31	11-3pm
35) Jackson State University Spring 2022 Teacher Recruitment Day	3/31	9-12:30pm
36) UCF Spring 2022 Virtual Education Career Fair	4/8	10-1pm
37) University of District of Columbia Jobs and Internships Virtual Fair	4/12	1-6pm

ATTENDED

UPCOMING FAIR



SCHOOL DISTRICT OF INDIAN RIVER COUNTY




WORKFORCE HOUSING COMMITTEE

AGENDA

February 16, 2022
5:30pm-7:00pm
Virtual

- Call to Order
- Approval of October Minutes
- Adopt a Teacher Program
- Research Data
- Ownership Structure
- Meeting with Superintendent & School Board
- Action steps for next meeting
- Calendar (set date for next meeting)
- Other Discussion
- Adjournment



KEEPING the. promise



-a SDIRC Relocation Assistance Program for NEW employees in cooperation with the Education Foundation of IRC.

Platinum Sponsorship Level

- \$10,000
- Listed as SDIRC Recruitment Program Partner in the SDIRC Recruitment Plan
- Listed on Social Media & New Employee Orientation Flyer as Platinum Sponsor
- Named SDIRC Community Partner

Gold Sponsorship Level

- \$5,000
- Listed as SDIRC Recruitment Program Partner in the SDIRC Recruitment Plan
- Listed on Social Media as Gold Sponsor
- SDIRC Community Partner

Silver Sponsorship Level

- \$2,500
- Listed as SDIRC Recruitment Program Partner in the SDIRC Recruitment Plan and on district website
- Listed on Social Media as Silver Sponsor
- SDIRC Community Partner

Thank you for choosing to participate in the **SDIRC KEEPING THE PROMISE PROGRAM**. You can choose to be one of the major level sponsors above, or you can choose an alternate donation amount.

We are **KEEPING the WEpromise** Program by listening, supporting, being inclusive and equitable, building instructional leaders and working **STRONGER TOGETHER**.

Please complete the pledge form on next page.

**Housing Costs-
Security Deposit,
First, Last , etc.**

Moving Costs

Storage Cost

Utilities Deposits

**Eligibility
Requirements-
Income-based**



**SCHOOL DISTRICT OF
INDIAN RIVER COUNTY
DEPARTMENT OF
RECRUITMENT**

6500 57th Street
Vero Beach, Florida 32967
772-564-3148

www.indianriverschools.org

KEEPING the promise



SDIRC RELOCATION ASSISTANCE PROGRAM PLEDGE FORM

Please choose one of the following:

- ☐ I/We am/are pleased to make a PLATINUM LEVEL donation of \$10,000 for the 2022-2023 school year.
- ☐ I/We am/are pleased to make a GOLD LEVEL donation of \$5,000 for the 2022-2023 school year.
- ☐ I/We am/are pleased to make a SILVER LEVEL donation of \$2,500 for the 2022-2023 school year.
- ☐ I/We am/are pleased to donate \$_____ in support of the **Keeping the Promise Program**.

Please recognize my donation as follows: ☐ You may include me in list of donors.

☐ I wish to remain anonymous.

First Name _____ Last Name _____ Date _____

Address _____ City, State, Zip _____

Telephone () _____ Email _____

Signature _____

Checks should be made payable to: Education Foundation of IRC

Follow the progress of this project at <https://www.indianriverschools.org/departments/jobs>
and on Twitter and Facebook @recruitSDIRC.

If you have any questions, please do not hesitate to contact me:

BETH (HOFER) CRISAFULLI

DIRECTOR OF RECRUITMENT AND RETENTION

BETH.CRISAFULLI@INDIANRIVERSCHOOLS.ORG

772-564-3448

FOLLOW ME ON TWITTER AND FACEBOOK @RECRUITSDIRC



SDIRC Keeping the Promise Relocation Assistance Program Application

The program is available to NEW Instructional Staff members for the 2022-2023 school year. Funds are distributed based on eligibility and availability. Please complete all required fields below. Applications will be reviewed by the SDIRC Recruitment Committee and all applicants will receive notification of approval within 14 days of applying and awards will be distributed within 30 days of approval. **Each staff member must complete separate application.**

Applicant Information

First Name: _____ Last Name: _____ Employee #: _____

Address: _____ City, State, Zip: _____

Telephone () _____ Home Email: _____

School or Facility: _____ Job Title: _____

☐ Check here if spouse/another member of household is applying.

Name of household applicant: _____ ☐ Spouse ☐ Other

Please answer questions below about your household

Number of adults in household: _____ Number of children under 18 in household: _____

Total gross household income: (please check one below)

☐ \$48,000-\$75,000 ☐ \$75,001-\$100,000 ☐ \$100,000-\$150,000 ☐ \$150,001 and above

Needs Assessment (please check top three greatest needs)

- ☐ Security Deposit ☐ Storage Costs ☐ Utilities deposit(s)
☐ First or Last Month Rent ☐ Moving Costs (pack and ship)

Please provide a copy of the lease, utilities bill with deposit amount, storage and or moving contract if applicable.

If awarded assistance, we would like to share the news (no specifics of funds awarded) on social media and our district website.

☐ I agree to SDIRC sharing my story on social media. ☐ I agree to the use of my photo.

Applicant Signature: _____ Date: _____





School Choice Expo

Transportation Information

School District of Indian River County Transportation Department

We are excited to support families with school bus transportation to & from your school of choice!

**Once notified of acceptance to your school of choice,
simply follow the steps below!**

**Call (772) 978-8801 and press #2 for the Routing Dept.
or
stop by our office located @ 5235 41st Street**

*the closest stop location for your school of choice will be provided. Stops are not guaranteed to be within walking distance; which may require parent's assistance. K and 1st grade parents **must** provide supervision at stop location during AM & PM

Safety First Is Safety Always!